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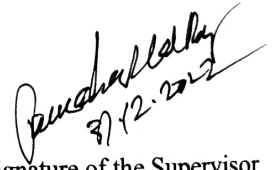
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**CERTIFICATE OF SUPERVISOR**

This is to certify that the thesis entitled "Human Resource Management, enhancing the skills of Human Resources of Jindal Steel and Power Limited, Jharkhand" has been undertaken and written under my supervision and it describes the original research work carried out by Sanatan Sinha, Faculty of Commerce and Management, for the degree of Doctor of Philosophy. I certify that the candidate has put in an attendance of more than 200 days / 600 hours with me.

To the best of my knowledge and belief, this work has not been submitted elsewhere for any degree of any other institution in India or abroad.

  
21.12.2022

Signature of the Supervisor

**Prof. (Dr.) Jawahar Lal Roy**